



31 for APD and implement important community values and expectations of  
32 Austin residents.

33 **PART 2.** Except as provided in Part 3 of this Ordinance, and unless otherwise  
34 prohibited by state law, the following pay and benefit provisions of the Current  
35 Agreement shall continue in effect until either the effective date of a successor meet  
36 and confer agreement or other Council action inconsistent with this Ordinance,  
37 whichever comes first:

- 38 A. Base wages as provided in Article 7, Section 1(d) of the Current Agreement;
- 39 B. Special pays as provided in Article 7, Sections 2, 3, 4, 5, 6(b), 7, 8, 9, and 10  
40 of the Current Agreement;
- 41 C. Overtime and other assignment pay as provided in Article 8, Sections 1, 2, 3,  
42 and 4 of the Current Agreement;
- 43 D. Sick leave pay upon separation as provided in Article 9, Section 3 of the  
44 Current Agreement; and
- 45 E. Christmas holiday, Vvacation leave and sick leave accrual rates and caps as  
46 provided in Article 10, Sections 1, 3, 4, and 5 of the Current Agreement.

47 **PART 3.** The City Manager is directed to develop and implement by no later than  
48 March 31, 2023, a program to address the current and projected shortage of police  
49 officers within APD that includes the following compensation elements:

- 50 A. A base wage rate increase for all APD officers below the rank of Assistant  
51 Chief;
- 52 B. A one-time lump sum payment to new cadets who join an APD cadet  
53 training academy;
- 54 C. A financial component to incentivize current APD officers to remain with  
55 APD; and
- 56 D. A financial component for APD officers that incentivizes the Austin Police  
57 Association to resume immediately good faith bargaining for a new meet  
58 and confer labor agreement with the City.

59 The City Manager is further directed to bring to the Council for consideration any  
60 elements of this program that require Council approval.

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**PART 4.** Parts 2 and 3 of this Ordinance shall become effective if and only if the Current Agreement expires without an approved successor agreement, and shall remain in effect until either the effective date of a successor meet and confer agreement or other Council action inconsistent with this Ordinance, whichever comes first.

**PART 5.** The Director of OPO and such other OPO personnel as identified by the Director are designated as investigators under Section 143.312 of the Texas Local Government Code and may receive and investigate misconduct complaints against APD officers, including anonymous complaints from APD officers or local residents, as permitted by state law.

**PART 6.** The Director of OPO and such other OPO personnel as designated by the Director shall have independent and unfettered access to APD personnel, records, and processes necessary to carry out the functions and responsibilities in Part 5 of this Ordinance, including without limitation access to APD records maintained under Section 143.089(g) of the Texas Local Government Code.

**PART 7.** This ordinance takes effect on \_\_\_\_\_, 2023.

**PASSED AND APPROVED:**

\_\_\_\_\_, 2023

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\_\_\_\_\_  
Kirk Watson  
Mayor

**APPROVED:** \_\_\_\_\_  
Anne L. Morgan  
City Attorney

**ATTEST:** \_\_\_\_\_  
Myrna Rios  
City Clerk